

Health Workforce Advisory Committee Meeting Minutes

September 6, 2006

**Virginia Department of Health
109 Governor Street
Richmond, Virginia**

I. Welcome/Introduction

Rene Cabral-Daniels, Director, Virginia Department of Health, Office of Health Policy and Planning, welcomed attendees.

II. Health Workforce Initiatives: Virginia Physician Workforce Study

Dr. Stephen Mick, PhD, CHE, Arthur Graham Glasgow Professor and Chair, Department of Health Administration, Virginia Commonwealth University presented preliminary study results of the Virginia Physician Workforce Study of 2010-2015. Dr. Mick informed attendees of the basic survey components being utilized to complete the study, and addressed the great difficulties present in calculating a statewide physician study.

Dr. Mick discussed his preliminary findings. However, he did not make copies of his presentation available as the results of this study are preliminary and further work is needed. Dr. Mick projected that the study be completed in March 2007.

III. Virginia Healthcare Workforce Initiatives

Marilyn Tavenner, Secretary of Health and Human Resources, Office of the Governor, addressed the importance of health care and the significance of offering creative opportunities to attract and maintain qualified healthcare staff. Secretary Tavenner shared that she utilized Virginia's healthcare workforce incentive programs upon completing nursing school.

Secretary Tavenner stated she would take advantage of federal funds President Bush has made available to find new solutions to reoccurring, problematic issues such as: creating a TANF program to assist clients with maintaining employment beyond a 6-month period with healthcare training and employment opportunities; providing access to health care by implementing models that work; providing mental health services, specifically adolescent psychiatry to targeted groups; and creating prevention programs.

Secretary Tavenner closed stating that quality health care relies on attracting more people to the healthcare workforce.

Health Workforce Advisory Committee Meeting Minutes
September 6, 2006

IV. Commissioner's Healthcare Workforce Recognition Awards 2007

Karen Reed introduced *The Commissioner's Healthcare Workforce Recognition Awards*. The awards will recognize and thank individuals and organizations for making significant contributions to our communities via initiatives designed to address Virginia's healthcare workforce shortage. The first award, *The Virginia Commissioner's Healthcare Workforce Individual Award for Distinguished Service* will acknowledge persons who are actively involved in successful initiatives addressing healthcare workforce shortages. The individual must have played an important role in the design and implementation and success of the program. *The Virginia Commissioner's Healthcare Workforce Organization Award for Outstanding Contribution* will recognize an organization's innovative and excellent performance in efforts designed to address and enhance healthcare workforce shortage initiatives. These awards will be presented at the 2007 Health Workforce Advisory Committee Annual Meeting.

Ms. Reed also explained that opportunities are available to serve as a volunteer for the Award Nomination Committee. Qualifications and criteria for these awards will be posted on the Virginia Department of Health (VDH) website at:
<http://www.vdh.virginia.gov/ohpp/healthworkforcecommittee.asp>

V. Virginia Recruitment and Retention Collaborative Team Award

Karen Reed reported on activities of the Virginia Recruitment and Retention Collaborative Team, in which VDH is a founding collaborative partner. Ms. Reed submitted an abstract on behalf of the Recruitment and Retention Collaborative Team for the 2006 Linkages Award. The award recognizes outstanding community-based collaborative activities between public health practice agencies and academic institutions of higher learning. The annual Linkages Awards are presented by the Council on Linkages Between Academia and Public Health Practice. The 1st place award included \$1000 in prize money, a commemorative plaque, and the opportunity to display the project as a poster at the Association of State and Territorial Health Officials (ASTHO) Conference. Please access the VDH website for more information:
<http://www.vdh.virginia.gov/ohpp/documents/HWAC/HWAC%20Awards%209-6-2006.pdf>

VI. Reports of Virginia Department of Health Healthcare Workforce Initiatives

Karen Reed announced that the VDH - Office of Health Policy and Planning's Annual Report is complete. The report summarizes all VDH-Office of Health Policy and Planning program and service activities for the past year. Copies of the report are available for review by contacting the Office of Health Policy and Planning at 864-7435 and at:
<http://www.vdh.virginia.gov/ohpp/healthworkforcecommittee.asp>

Health Workforce Advisory Committee Meeting Minutes September 6, 2006

Each participant was provided with a meeting information packet that included abbreviated summaries of all VDH Health Workforce Initiatives. VDH staff was introduced and they provided a brief caveat of his or her functions or areas:

Rene S. Cabral-Daniels, JD, MPH, Director; Health Policy and Planning, Primary Care Office (PCO), Minority Health, Rural Health, Health Professional Shortage Areas & Medically Underserved Areas: Rene.CabralDaniels@vdh.virginia.gov

Karen E. Reed, MA; Health Workforce & Minority Health Manager, Health Workforce Recruitment and Retention, Health Workforce Advisory Committee, Office of Minority Health, Minority Health Advisory Committee, Critical Access Hospitals: Karen.Reed@vdh.virginia.gov

Aileen E. Harris, MSA, Senior Incentive Coordinator; Nursing Scholarship and Loan Repayment Programs, Virginia Medical Scholarship Program, National Health Service Corps - Virginia Loan Repayment Program, Virginia Physician Loan Repayment Program, Manage the J-1 30 Visa Waiver Program, Assist practice sites seeking physicians and other health care providers: Aileen.Harris@vdh.virginia.gov

Michelle Johnson, MEd, Recruitment Liaison/Web Manager; Recruitment and Retention of Physicians, Primary Practice Opportunities of Virginia, Assist practice sites seeking physicians and other healthcare providers: Michelle.Johnson@vdh.virginia.gov

Kathy Wiberly, PhD, Policy Advisor; Virginia State Planning Grant, Virginia Telehealth Network, Culturally and Linguistically Appropriate Health Care Services, (CLAS Act), Program Evaluation - Virginia Abstinence Education Initiative, VDH Institutional Review Board: Kathy.Wiberly@vdh.virginia.gov

Ken Studer, PhD, Program Manager; Rural Health Program, Virginia Shortage Designations, Research Data Specialist: Kenneth.Studer@vdh.virginia.gov

Elizabeth Barrett, M.D., MSPH, Oral Health Promotion Unit Manager; Virginia Dental Scholarship and Loan Repayment Program: elizabeth.barrett@vdh.virginia.gov

VII. Announcements

- Karen Reed announced that she participates as the Virginia representative of the National Recruitment and Retention Network (3Rnet). 3Rnet is a national network that works to increase the number of healthcare providers for medically underserved areas and populations. 3Rnet holds an annual conference and Ms. Reed requested that Virginia host the National Recruitment and Retention Conference for 2007. Virginia was selected to host the conference. Karen Reed will lead the 3Rnet planning committee for this initiative.

Health Workforce Advisory Committee Meeting Minutes September 6, 2006

- Brochures were provided announcing the VCU Latino Health Summit scheduled for November 16-17, 2006.

VIII. HWAC Future Meetings – Format & Frequency

- HWAC members were offered the opportunity to discuss the committee make-up and meeting format. The group considered developing sub-committee groups to address targeted subjects and increasing the frequency of meetings.
- The group identified a need for an immediate follow-up meeting to receive the findings of the Virginia Physician Workforce Study. Karen Reed informed the members that she would set up a meeting once the study is complete. When asked, the HWAC members did not express an interest in changing the meeting format or developing sub-committee groups. The HWAC members agreed to keep the same meeting format.

IX. HWAC Discussion and Suggested Initiatives to Address Health Workforce Initiatives:

The group identified the following topics as areas to be considered in addressing Health Workforce Issues.

Dental:

1. Establish a tracking system in Virginia to collect data on dentists licensed outside of Virginia that are now practicing in Virginia.

Pharmacy:

2. Implement research method to study the impact of the new Medicaid Plan, Part D, on the pharmacy infrastructure.
3. Review current pharmacy leadership positions to ensure shortages do not occur. Establish a Pharmacy Technician Taskforce to create training and initiatives that encourage technicians to seek and obtain mid and upper level leadership positions.
4. Request assignment be made to update the JCHC – Pharmacy Study

**Health Workforce Advisory Committee Meeting Minutes
September 6, 2006**

Mid-level Practitioners

5. What do we know about mid-level practitioners? How do we compare with other states? Research the impact of mid level practitioners, how it can help shortages. Look at HRSA data.
6. Obtain Mid-wife profession (nurse) data and research options as to how this profession could assist with health care service shortages.
7. What are the training programs? Ask each school to provide data of the track it: Number of graduates? Where are they now? Keep in touch with graduates? How many are licensed in VA? Request information from the Board of Nursing.

Physician Work Survey:

8. The Health Workforce Study should include an assessment of current data on Minority Health Workforce doctors in Virginia.

Future HWAC Meetings:

9. At the next HWAC meeting include a presentation with a workforce perspective to cover strategies for healthcare emergency preparedness for avian flu, general overview of epidemiology nurse workforce, shortage of VDH nurses.
10. Recommend HWAC presentations findings be presented in a timely manner in order for HWAC members to utilize data. Group requested that a HWAC meeting be scheduled immediately following the conclusion of the Health Workforce Study.

Rene Cabral-Daniels reiterated that some discussion items were beyond the purview of OHPP. She noted that OHPP is careful to not over promise and under perform. The group members were informed that their list would be submitted to the VDH Commissioner and the minutes of the meeting would be placed on VDH's website:

<http://www.vdh.virginia.gov/ohpp/healthworkforcecommittee.asp>

Health Workforce Advisory Committee Meeting Minutes September 6, 2006

X. Attendees/Organization Affiliation

Attendees	
Facilitator: Karen E. Reed, Health Workforce & Minority Health Manager Virginia Department of Health, Office of Health Policy & Planning	
Name	Organization
Marilyn Tavenner	Secretary of Health & Human Services
Dr. Robert Stroube	Virginia Department of Health
Robert Alpino	Eastern Virginia Area Health Education Center
Christopher Bailey	Virginia Hospital & Healthcare Association
Cecelia Barbosa	Virginia Public Health Association
Linda Bohanon	Virginia Area Health Education Center
Rebecca Bowers-Lanier	McCavary & Burch
Tammy Cahoon	Virginia Dental Hygienists
Henry Carretta	Virginia Commonwealth University
Shirley Gibson	Virginia Commonwealth University
Hilton Graham	Virginia Dental Hygienists Association
Karen Guy	Virginia Primary Care Association
Rachael Harrell	Department of Planning & Budget
Dr. Stephen S. Mick	Virginia Commonwealth University
Preethy Nayar	Virginia Commonwealth University
Beth O'Connor	Virginia Rural Health Resource Center
Deborah Oswalt	Virginia Health Care Foundation
Rebecca Snead	Virginia Pharmacy Association
Rene Cabral-Daniels	Virginia Department of Health
Karen Reed	Virginia Department of Health
Kathy Wiberly	Virginia Department of Health
Ken Studer	Virginia Department of Health
Aileen Harris	Virginia Department of Health
Michelle Johnson	Virginia Department of Health
Fatima Sharif	Virginia Department of Health
Ellen McCutcheon	Virginia Department of Health
Dr. Elizabeth Barrett	Virginia Department of Health
Marian Johnson	Virginia Department of Health

The meeting adjourned at approximately 12:00 noon. The next meeting is scheduled for March 2007. The meeting date and location will be posted on VDH website.

Meeting notes taken by: Marian Johnson, Staff Development Specialist, VDH, OHPP

Minutes submitted by: Karen E. Reed, M.A.
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For questions or additional information, please contact: Karen E. Reed.